Approval by director/designee required for salary offers or increases outside these parameters

New Hires

Pay Plan Title: lower band, middle band for *research titles

Excluded Title:

New position: PD approved rate + 10%
Vacant (backfill): last budgeted amount

Reclassifications/Promotions

Pay Plan Title:

Title w/in same pay grade: 10% above current (unless above max for the pay grade)

Title in different pay grade: lower band, middle band for research titles

Excluded Title: 10% above current

Transfers

Same title/Same location: No Salary Change
Same Title/Different Location or Different Title – same as Reclassifications/Promotions

Equity – all require approval

Merit – outside budget, all require approval. During budget – greater than 10% requires approval.

* Research titles
8544 Research Assistant
8545 Research Associate
8554 Senior Research Associate
8556 Research Specialist I
8551 Research Specialist II
8552 Research Specialist III
8557 Research Specialist IV
8553 Research Specialist V
5028 Research Instrumentation Specialist
5040 Senior Research Instrumentation Specialist